

## CRIME PREVENTION YOUTH ENGAGEMENT WORKER (Contract Position)

The City of Campbell River is seeking a **Crime Prevention Youth Engagement Worker**.

***Naturally, Campbell River** – Located on Vancouver Island, surrounded by the ocean and majestic mountains, the City of Campbell River offers a rare combination of a welcoming small-town feel with large-city amenities. From summer markets and street events to an active arts and culture community to year-round, world-class recreational opportunities, the Campbell River lifestyle is unparalleled. We are a 45-minute drive from the winter and summer activities of Mount Washington, and just minutes from more than 100 km of all levels of mountain biking and hiking trails, plus easy access to the ocean, rivers and lakes for sports fishing, kayaking, paddle boarding and whale watching.*

**The role** – Reporting to the Police Services Supervisor and working directly under the supervision of the Restorative Justice Coordinator, the Crime Prevention Youth Engagement Worker (CPYEW) will develop partnerships, establish protocol, liaise, and bridge the gap between the community of Campbell River and access to youth engagement programs addressing gun and gang violence. The CPYEW will work within the community to increase awareness and educate regarding the importance of early engagement and intervention for youth, particularly those deemed at-risk. The Outreach Worker will organize training and presentations related to the prevention of gun and gang violence for participants aged 12-24.

**Our ideal candidate will have:**

- Minimum three (3) years' experience, within last seven (7) years, in a social services environment or an assessable equivalent.
- One (1) year previous experience in a Restorative Justice or Community Service environment or an assessable equivalent in education, training and experience.
- Minimum of 1 accredited course or facilitated training in the areas of social services, restorative justice, community support, relationship building with children and youth, mental health in adolescence, Peace Circle, Trauma Informed Practice, or other relevant course or program of field study.
- Demonstrated proficiency in group facilitation.
- Must possess and maintain a valid BC Driver's License and provide and maintain a clear driver's abstract, as per city policy.
- Must pass and maintain RCMP Reliability security screening.

The rate of pay for this contract position is **\$30.83 per hour** based on a 25-hour work week. This contract position runs until February 1, 2026 with funding provided by the GGvac initiative in coordination with the province of BC. Please see the attached job description for information on this exciting opportunity and to view all the duties and necessary qualifications for this position.

**This posting closes on Thursday, August 29, 2024.**

Please send your resume with covering letter, quoting **Competition EXT-24-078** to:



**Email:** [careers@campbellriver.ca](mailto:careers@campbellriver.ca)

Human Resources Department  
**City of Campbell River**  
301 St. Ann's Road  
Campbell River, BC V9W 4C7

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We thank all applicants, however, only those selected for interviews will be contacted.

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**CRIME PREVENTION YOUTH ENGAGEMENT WORKER  
(Term Contract)**

<b>Approval Date:</b>	July 2024	<b>Department:</b>	Police Services
<b>Title of Management Supervisor:</b>	Police Services Supervisor		
<b>Term Contract Position:</b>	Funding for this term contract position has been provided as part of the Federal Guns and Gangs Violence Action Initiative in coordination with the BC Government.		

**General Accountability:****Purpose and Scope**

Reporting to the Police Services Supervisor and working directly under the supervision of the Restorative Justice Coordinator, the Crime Prevention Youth Engagement Worker (CPYEW) will develop partnerships, establish protocol, liaise, and bridge the gap between the community of Campbell River and access to youth engagement programs addressing gun and gang violence. The CPYEW will work within the community to increase awareness and educate regarding the importance of early engagement and intervention for youth, particularly those deemed at-risk. The Outreach Worker will organize training and presentations related to the prevention of gun and gang violence for participants aged 12-24.

The CPYEW is expected to work independently, in partnerships with SD72, John Howard North Island, The City of Campbell River, The Campbell River RCMP, and other community programs. The Outreach Worker will work flexible shifts as required by program partners. This position will also work closely with the RCMP Indigenous Policing Member and the RCMP School Liaison, ensuring trauma-informed practices are adhered to.

This position is exempt from the provisions of the City of Campbell River/C.U.P.E. Local 401 Collective Agreement and is employed as a contract position until February 1, 2026. The CPYEP Outreach Worker is expected to supply their own vehicle on the job within the contract allowance.

**Nature and Scope of Work**

The nature of the duties and responsibilities include, but are not limited to:

- Maintains the integrity and confidentiality of any RCMP related matters exposed to through the course of performing duties.
- Provides outreach support for SD72 and other community programs for youth, including preparation of correspondence, record keeping, and collection of statistics related to the program.
- Deliver presentations to School District 72 representatives and students regarding the prevention of youth involvement in gangs and gun activity.
- Organize and schedule events and presenters trained in the prevention of gun and gang violence
- Ensures program policies and procedures are followed.
- Coordinates program training/meetings.
- Receives requests for service within the boundaries of the program and arranges for Restorative Justice forums, or involvement from relevant community partners as needed.
- Works in cooperation with other community service agencies, government bodies, and police members on behalf of The City of Campbell River and the Crime Prevention Youth Engagement Program.
- Keeps detailed records of interaction with Community Partners.
- Assists with implementing program policy and establishing program protocols.
- Assists with securing and setting up office spaces.
- Meets weekly with the Community Policing Programs Coordinator to task plan and assess progress.

## **Necessary Qualifications**

### **Technical Knowledge/Skills:**

- Knowledge of program objectives, policies, and procedures.
- Knowledge of trauma informed practices and techniques related to the work performed.
- Knowledge of the services available through community agencies and organizations.
- Knowledge of court and police procedures as they relate to the work performed.
- Knowledge of victims' rights under the *Victims of Crime Act* as well as assistance that may be available to victims through the Crime Victim Assistance Program.
- Knowledge of WorkSafe BC regulations and safe work procedures.
- Basic proficiency with MS Word and MS Excel.
- Proficiency with other relevant computer software applications, including email applications, presentation software, and some database applications.
- Skilled in the use of the Internet and general computer operating system functionalities.

### **Key Competencies**

- Accountability and Reliability
  - Able to accept responsibility for the quality and timeliness of work commitments. able to demonstrate reliability and integrity daily.
- Accuracy and Attention to Detail
  - Able to work thoughtfully and carefully to produce work that is complete and error-free.
- Communication
  - Able to clearly and effectively express information, ideas, and opinions through spoken word or formal or informal written formats to deliver messages that are clearly understood by the intended audience.
- Conflict Management
  - Able to resolve disputes effectively and reach agreements to support the achievement of organizational objectives.
- Decision Making and Problem Solving
  - Able to assess a situation and determine a course of action by applying knowledge, past experience, logic, and insight in cases where discretion is required because the situation is ambiguous, or information is limited. able to find ways to overcome obstacles or resolve issues so that objectives may be achieved.
- Initiative
  - Able to work under general direction only, exercising considerable independence and initiative in the execution of duties in an ever-changing environment.
- Planning and Organizing
  - Able to effectively organize and schedule work to ensure that key objectives are achieved in a manner that makes optimal use of time, money, and resources.
- Service Orientation
  - Able to identify, analyze and respond to internal and external customer needs to optimize customer satisfaction.
- Stress Tolerance
  - Able to effectively provide direct crisis intervention and follow-up services to victims of crime, trauma, and family problems often under conditions of emergency and conflict.
- Teamwork
  - Able to work well with others and to participate effectively in group initiatives to support the achievement of common objectives.
- Networking and Relationship Building
  - Able to establish and maintain effective working relationships and network with employees, agencies, partners, and the public.

### **Education/Training:**

- Grade 12 or equivalent.

- Minimum of 1 accredited course or facilitated training in the areas of social services, restorative justice, community support, relationship building with children and youth, mental health in adolescence, Peace Circle, Trauma Informed Practice, or other relevant course or program of field study.
- Must possess and maintain a valid BC driver's license as per City policy.
- Must achieve and maintain RCMP Reliability Security Screening.

**Experience:**

- One (1) year previous experience in a Restorative Justice or Community Service environment or an assessable equivalent in education, training and experience
- Minimum three (3) years' experience, within last seven (7) years, in a social services environment or an assessable equivalent.
- Demonstrated proficiency in group facilitation.

**Unusual Working Conditions**

- May require weekend or evening work.
- Working with Victims of trauma.
- Working in diverse situations.